

AMERICAN ARBITRATION ASSOCIATION

In the Matter of the Arbitration Between

**FRATERNAL ORDER OF POLICE,
LODGE #5**

CONSENT AWARD

Case No. 14 390 00616 12

-- and --

CITY OF PHILADELPHIA

GRIEVANCE: The grievance alleges that the Grievant, Michelle Winkis, was suspended without pay for five days without just cause.

HEARING: February 26, 2013
Philadelphia, Pennsylvania

ARBITRATOR: James M. Darby, Esq.

APPEARANCES: For the FOP:
Mark L. Gelman, Esq.
Jennings Sigmond, P.C.

For the City:
Colin S. Haviland, Esq.
Assistant City Solicitor

By letter dated June 13, 2012, from the American Arbitration Association (AAA), the undersigned was notified of his selection as Arbitrator of the instant dispute. A hearing was held on February 26, 2013, at the AAA offices in Philadelphia, Pennsylvania, where the parties were afforded a full opportunity to present testimony,

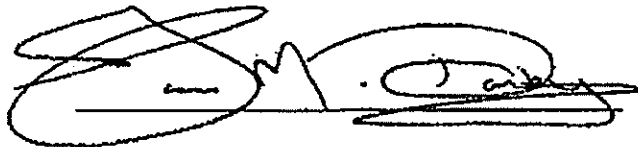
exhibits and arguments in support of their positions. The parties presented oral closing arguments at the end of the hearing. Prior to the close of the hearing, the Arbitrator and Counsel met and decided that under the unique circumstances of this case, in the interest of the expeditious and cost-effective resolution of disputes, this matter should be resolved pursuant to the following Consent Award.

Consistent with the foregoing, the Arbitrator renders the following:

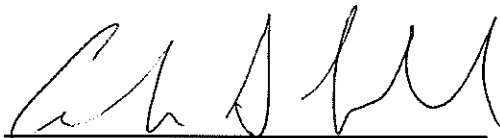
AWARD

The grievance is sustained in part and denied in part.

The City had just cause to discipline the Grievant, Michelle Winkins. However, the penalty shall be reduced to a two-day suspension without pay.



JAMES M. DARBY
Arbitrator
Lancaster, Pennsylvania
February 26, 2013



Colin S. Haviland, Esq.



Mark L. Gelman, Esq.